

Chairs, Labor and Public Employees Committee,

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I would like to support H.B. 5353, An Act Concerning a Fair Work Schedule. I ask you to vote in favor of this legislation.

Every worker in Connecticut should have access to a stable job that gives them access to opportunity and treats them with respect.

When I was a home-care nurse, even though I was working full-time I could not get a bank mortgage because my job wasn't considered a regular, full-time job due to my schedule fluctuating from week to week.

Tens of thousands of workers in Connecticut begin their work week without a schedule. They work "on-call", with unpredictable, fluctuating workweeks which they have no control over. They cannot rely on their jobs to provide stability or a reliable paycheck. They are denied full-time hours, so they don't receive benefits - and they cannot seek another job, as they don't have a fixed schedule.

I would like to add that, while one of the reasons to pass this bill is so that workers can have full-time status that will provide benefits, it does nothing to address the fact that jobs and social benefits shouldn't be tied together. Benefits should be supplied by the state, and should not be a burden on employers or employees.

The effects are devastating for working families - and this impact has been even more devastating for low-wage workers, especially people of color, who saw their income fall during the pandemic.

Jobs should be a source of stability and opportunity - and workers deserve to be treated with respect.

H.B. 5353 will put an end to these practices, ensuring that more than 140,000 retail, food service, and hotel workers have more predictable schedules and reliable paychecks. The bill will give part-time employees the opportunity to work more hours, requiring employers to offer

extra shifts to current workers before hiring additional staff. More than anything, it will ensure that employers treat their employees with respect, setting their schedules in advance and providing compensation for any late changes.

When you can't rely on your job it makes it impossible to pay bills, plan childcare, stay healthy, and get ahead. Connecticut Working Families deserve to have jobs that respect their time - and give them a chance to thrive and prosper.

Connecticut families cannot wait any longer. I strongly urge you to support H.B. 5353, the Fair Workweek bill, this session.

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